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CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25-D. C.

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Date: 12-21-78	By: 35

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MEMORANDUM FOR: Director, Bureau of the Budget

ATTENTION : Mr. Robert M. Macy, Chief, International Division

SUBJECT : CIA Supergrade Structure

1. In response to your request, there is enclosed a listing of the current supergrade structure of the Agency, together with an indication of positions which might be considered for supergrade status if our ceiling is increased.

2. The listing attached reveals that:

a. [redacted] positions are now encumbered against the approved ceiling of [redacted] supergrade and public law positions, which is exclusive of the authorization of 6 supergrade positions for the Operations Coordinating Board.

b. 36 additional positions have been approved by the Director for encumbrance at the supergrade levels. However, only 9 of these can be filled at these levels due to the current ceiling. The Director has not specified which of these positions are to be filled at the supergrade level but prefers to consider nominations on an individual basis.

c. 28 additional positions have been recommended by the Review Board for supergrade status but have not yet been approved by the Director.

d. 15 additional positions are submitted as illustrative of Agency positions which would be considered to warrant supergrade status if the ceiling is raised. These positions added to the above result in a total of [redacted] the ceiling requested. However, the [redacted] positions herein listed would not necessarily be the same as those ultimately approved.

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3. Currently, as well as at the time of our Supergrade Study, in addition to General Cabell, Deputy Director, two (2) military officers of general rank are detailed to fill Agency positions and will be charged against the new Supergrade and Public Law ceiling, if approved. No Foreign Service Officers of rank P-3 or higher are detailed to fill Agency positions. I do not contemplate any substantial change in the number of personnel of these categories in the foreseeable future.

4. With respect to the number of CIA Supergrade ceiling spaces not being utilized (currently 9), we agree that this should be kept to a minimum. Through the mechanism of our Supergrade Review Board, composed of senior Agency officials, we maintain a continuing review of the staffing of key positions so as to advance the individuals who are detailed to eligible positions and who on the basis of accomplishments and capabilities most merit the advancement. However, simultaneously we participate in outside recruitment as well as internal placement, particularly for scientific and technical positions, to assure we obtain the most capable personnel available. These selection processes, carefully administered, do result in a slight lag in filling key positions. However, we feel that this may be necessary in order that the caliber of our executive and technical personnel is sustained and improved.

5. Please let me know if any further information would be helpful in reviewing our request. If the information submitted herewith is satisfactory, I shall be glad to discuss this matter with you at your earliest convenience.

L. G. WHITE
Deputy Director (support)

Enclosure:
Supergrade Status Report

OP:PED: [redacted] /ad (12 Sept. 1955)

Distribution:

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1 - Comptroller

Concur: /s/
Director of Personnel

Originator: /s/
Chief, Position
Evaluation Division

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